

BRAMCOTE C OF E PRIMARY SCHOOL



EQUALITY DUTY 2026-2030

Ratified by Full Governing Body	MARCH 2026
Reviewed by Strategic Development Committee	MARCH 2026
Next Review	MARCH 2027

Equality Information and Objectives Statement (2026-2030)

1. Our Commitment to Equality

At Bramcote C of E Primary School, we are committed to promoting equality, diversity and inclusion in all aspects of school life. We aim to create a community where every individual is valued and respected.

In line with the **Equality Act 2010**, we have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Foster good relations between different groups

We actively promote our Christian values alongside fundamental British values to ensure all pupils and staff feel safe, included and able to thrive.

2. Protected Characteristics

This statement addresses the following protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including ethnicity and nationality)
- Religion or belief
- Sex
- Sexual orientation

3. Equality Information (School Context)

We use a range of information to monitor the impact of our policies and practices on different groups, including:

- Pupil attainment and progress data (including SEND, gender, disadvantaged pupils)
- Attendance and punctuality
- Behaviour records, including any prejudice-related incidents
- Participation in wider school life
- Pupil voice (surveys, school council)
- Parent/carer feedback
- Staff wellbeing and absence data

Key Focus Areas Identified

From our internal monitoring, we have identified the following priorities:

- Ensuring strong progress and attainment for pupils with SEND
- Promoting inclusive attitudes and understanding of diversity
- Ensuring equality of opportunity across the curriculum
- Supporting staff wellbeing, including those with protected characteristics

4. Equality Objectives 2026–2030

Objective	Specific Actions	Measurable Outcomes	Timescale	Responsibility
1. Improve outcomes for pupils with SEND	- Deliver targeted interventions in reading, writing and maths - Termly SEN reviews for identified pupils - Ensure Quality First Teaching in all classes - Monitor progress through pupil progress meetings	- Reduce attainment gap between SEND and non-SEND pupils by at least 10% by 2027 100% of SEND pupils make at least expected progress from their starting points	By July 2027 (reviewed termly)	- Headteacher, - SENCo, - Class Teachers, - Governors
2. Promote positive attitudes towards diversity and inclusion	- Embed teaching of diversity through RE, RSHE and wider curriculum - Celebrate events such as Black History Month and World Culture Day - Use visitors and resources to reflect diverse communities	Pupil surveys show at least 90% of pupils demonstrate positive attitudes towards diversity - Reduction in recorded prejudice-related incidents year-on-year	By July 2027 (reviewed annually)	- Headteacher, - RE Lead, - RSHE Lead, - All Staff
3. Ensure equality of opportunity across the curriculum	- Audit curriculum to ensure representation of diverse groups - Provide inclusive resources and displays - Monitor engagement across subjects	- Curriculum audit shows full representation across all year groups by 2026 - No significant gaps in participation or attainment between groups	By July 2026 (audit), ongoing to 2027	- Subject - Leaders, SLT

Objective	Specific Actions	Measurable Outcomes	Timescale	Responsibility
4. Support staff wellbeing and inclusion	• Conduct risk assessments and provide reasonable adjustments • Provide access to occupational health and wellbeing support • Maintain regular check-ins with staff	• Staff survey indicates at least 90% feel supported and included • Reduction in staff absence linked to wellbeing where possible	• By July 2027 (reviewed annually)	• Headteacher, • SLT, • Governors

5. How We Are Meeting Our Duties

Teaching and Learning

- High-quality inclusive teaching (Quality First Teaching)
- Targeted interventions for pupils with additional needs
- Curriculum content that reflects diversity and promotes equality

School Culture and Ethos

- Celebration of cultural and religious events
- Promotion of respect and tolerance through collective worship and RSHE
- Use of visitors and community links to enhance understanding

Support for Pupils with SEND and Disabilities

- Individual support plans and regular reviews
- Access to external agencies
- Adaptations to teaching, resources and environment

Eliminating Discrimination

- Clear behaviour policy addressing discriminatory language or actions
- Monitoring and recording of incidents
- Staff training on inclusion and equality

Supporting Staff

- Risk assessments and reasonable adjustments
- Access to occupational health services
- Flexible support for pregnancy and maternity
- Ongoing professional development

6. Accessibility

We maintain and review an Accessibility Plan (2023-2026), which addresses:

- Improving access to the physical environment
- Increasing access to the curriculum
- Improving access to information

This ensures that all pupils, staff and visitors can fully access school life.

7. Monitoring and Review

We will:

- Review progress towards equality objectives annually
- Update equality information each year
- Review and republish equality objectives every four years

Monitoring is carried out through:

- Senior Leadership Team
- Governors (including designated equality/SEND governor)
- Subject leaders and SENCo

Reports are shared with governors and inform school improvement planning

8. Publication

This Equality Information and Objectives Statement is:

- Published on the school website www.bramcotecofeprimary.co.uk
- Available in alternative formats upon request
- Reviewed regularly to ensure continued compliance

9. Linked Policies

This document should be read alongside:

- SEND Policy
- Behaviour Policy
- RSHE Policy
- Accessibility Plan
- Safeguarding Policy

Date March 2026